Course : Managing Addictive Behaviors in the Workplace

From Understanding the Mechanisms to Implementing Effective Prevention

Practical course - 2d - 14h00 - Ref. GCN

Price : 1620 € E.T.

NEW

Addictive behaviors in the workplace (alcohol, drugs, prescription medications, behavioral addictions) pose a major challenge to health, safety, and quality of life at work. Often difficult to identify and address, they require a structured approach to prevent risks, protect employees, and ensure the organization's safety. HR, QVCT, QHSE, and CSR professionals play a key role in identifying at-risk situations, referring employees to appropriate support services, and implementing preventive measures. This training helps participants understand the mechanisms of addiction, recognize warning signs, adopt an appropriate approach when dealing with an employee in distress, and develop an operational prevention strategy that complies with the employer's legal obligations.

Teaching objectives

At the end of the training, the participant will be able to:

- Explain the mechanisms of addiction, both with and without substances
- Identify risky situations and warning signs in the workplace
- Analyze the impacts of addictive behaviors on health, safety, and the organization
- Adopting the Right Approach When Dealing with an Employee in Difficulty
- Engage relevant internal and external stakeholders
- Develop an addiction prevention strategy tailored to your organization

Intended audience

HR Directors, HR Managers, Quality of Life, Work, and Conditions (QVCT) Managers, Quality, Health, Safety, and Environment (QHSE) Managers, Corporate Social Responsibility (CSR) Managers, occupational safety and health specialists, health and safety liaisons, managers, and supervisors.

Prerequisites

None

PARTICIPANTS

HR Directors, HR Managers, Quality of Life, Work, and Conditions (QVCT) Managers, Quality, Health, Safety, and Environment (QHSE) Managers, Corporate Social Responsibility (CSR) Managers, occupational safety and health specialists, health and safety liaisons, managers, and supervisors.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

Practical details

Teaching methods

A mix of theoretical instruction, discussions, and hands-on exercises. Case studies based on real-world professional situations. Sharing of experiences. Simulations and role-playing exercises. Development of a prevention action plan tailored to the participants' context.

Course schedule

1 Understanding Addiction in a Professional Setting

- Understanding Addiction in France Based on Key Data and Current Issues
- Identify the links between addiction, work, and organization
- Defining addictions by distinguishing between substance use and non-substance use
- Analyzing the Interactions Between Addictions and Psychosocial Risks (PSRs)

Group discussion

Gather and analyze participants' perceptions of addiction in the workplace.

2 Understanding How Addictions Work

- Explain the process of addiction (reward circuit, tolerance, craving, loss of control)
- Distinguishing Between Use, Risky Use, Harmful Use, and Dependence
- Identify the effects of psychoactive substances (sedatives, stimulants, disruptors)
- Describe the mechanism of the cycle of addiction
- Recognize the signs of addictive behavior (denial, concealment, loss of control)

Exercise

Using a game format, match psychoactive substances with their effects and workplace situations.

3 Engage relevant stakeholders to facilitate referral to care

- Identify the legal framework and the employer's obligations regarding health and safety
- Analyze work situations that may contribute to addictive behaviors
- Identify internal and external stakeholders who can be engaged
- Understanding the Role of Healthcare and Addiction Treatment Programs
- Respect the boundaries of one's role and medical confidentiality
- Managing an Acute Substance Use Situation or One Involving Immediate Risk

Case study

Analyze a complex professional situation and determine the actions to be taken and the stakeholders to be involved

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

4 Supporting, assisting, and guiding an employee facing difficulties

- Clarify the roles of HR and safety and health professionals in sensitive situations
- Adopt a professional approach characterized by active listening, neutrality, and providing a structured framework
- Mastering Motivational Interviewing Techniques
- Structuring a career counseling session (introduction, exploration, summary, conclusion)
- Dealing with Situations Involving Denial, Resistance, or Aggression
- Encourage employee involvement in a support initiative

Role-playing
Simulate a career counseling interview and analyze the body language used

5 Developing an Addiction Prevention Strategy in the Workplace

- Structuring a Primary, Secondary, and Tertiary Prevention Approach
- Integrating Addiction Prevention, Psychosocial Risks, and the QVCT Approach
- Adapt the internal framework (internal regulations, high-risk positions, procedures)
- Identify organizational risk factors
- Define monitoring indicators and early warning systems

Exercise
Develop an addiction prevention action plan tailored to your organization.

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Dates and locations

REMOTE CLASS
2026 : 14 Dec.

2027 : 15 Mar., 14 June, 6 Sep., 29 Nov.

PARIS LA DÉFENSE
2026 : 7 Dec.

2027 : 8 Mar., 7 June, 30 Aug., 22 Nov.